

## **Minutes Human Relations Commission August 9, 2005**

**Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, August 9, 2005, 6:00P.M., at the Tempe City Hall, 31 E. 5<sup>th</sup> Street, 3<sup>rd</sup> Floor Conference Room, Tempe, Arizona.**

**(MEMBERS) Present:**

Arlene Chin  
Zach Berning  
Colleen Byron  
Joseph Mann  
Joel Navarro  
Dr. Louis Olivas  
Gail Paredes-Ewen  
Linda Ritland  
Janis Webb

**(MEMBERS) Absent:**

Edwin Gonzalez-Santin  
Hassan Elsaad  
Safali Patel-Evans  
Muhammed Zubair

**City Staff Present:**

Rosa Inchausti  
Andrea Groves

**Guests Present:**

Will Manley, City Manager  
Jayson Matthews, Tempe Community Council

**Meeting convened at 6:00 P.M.**

**Chair Gail Paredes-Ewen** called the meeting to order and invited members of the public to address the Commission.

**Agenda Item 1 – Public Appearances**

None

**Agenda Item 2- Consideration of Minutes**

June 14, 2005

July 12, 2005

**MOTION: Commissioner Dr. Louis Olivas made a motion to accept minutes.**

**SECOND: Commissioner Joseph Mann.**

**DECISION: Motion passed unanimously.**

---

**Agenda Item 3- Tempe City Manager**

**Gail Paredes-Ewen invited Will Manley, City Manager to address the commission:**

- 1) The City Manager, Will Manley, thanked the commission for inviting him to attend the meeting. He stressed the importance of the role of the HRC and the work they are providing to the city.
- 2) Will then spoke to the recent articles that have been in the newspapers criticizing the Diversity Department. He stated that he has the utmost respect for the Diversity staff and the work they have been doing. Not only have they weathered the storm, but the department has done so with dignity and professionalism.
- 3) Mayor and Council, along with the City Manager, give the Diversity Department their full support.
- 4) Will Manley will be meeting with each department manager to follow-up on their Diversity Action Plan and identified diversity audit issues.

**Agenda Item 4 –Unity Grants Update**

**Chair Gail Paredes-Ewen invited Jayson Matthews from the Tempe Community Council to provide an update on the Unity Grant Program:**

- 1) The Unity Grant program is a program administered by the Tempe Community Council (TCC) to provide monetary support to diversity programs in the Tempe high schools. The grant is \$20,000 divided among the high school applicants.
- 2) The Unity Grant program specifically targets diversity initiatives that demonstrate inclusion of the feeder schools, those that impact a significant number of students, those that are student-driven, and those that involve the high school's police officer liaison.
- 3) The Human Relations Commission has traditionally reviewed grant applications and made recommendations to the TCC. To help with funding the Unity Grant program, the HRC decided to donate all the proceeds from the 2005 MLK Brunch to the program.
- 4) TCC recently decided to refine the application process to ensure that the program is meeting its goals. They are requesting assistance from the HRC.
- 5) TCC will begin accepting applications for a 2006 Unity Grant on September 27, 2005. TCC is hoping to have the application updated before that process begins.

**General Discussion of the Unity Grants included:**

- Commissioners Janis Webb, Hassan Elsaad, Joe Mann, Colleen Byron, Joel Navarro, Linda Ritland, Arlene Chin, and Safali Patel-Evans (absent but a peer recommended her participation) volunteered to assist TCC with revamping the Unity Grant application process.
- One commissioner suggested that the commission and the TCC encourage Unity Grant applicants to attend a monthly HRC meeting, perhaps as part of the application process.

**Chair Gail Paredes-Ewen skipped to Agenda Item 6**

**Agenda Item 6 – Diversity Office Press Release Discussion**

**Chair Gail Paredes-Ewen led discussion on writing a press release speaking in favor of the Diversity Office:**

- 1) The HRC reviewed a memo from the HRC that will be sent to the Mayor and Council commending the staff of the Diversity Office for their professionalism and hard work. The memo is in response to a series of accusations that appeared in the editorial section of the Arizona Republic and Tribune.
- 2) The HRC also reviewed a letter from the HRC addressed to the editor praising Tempe for its efforts to respect and promote diversity throughout all city departments and into the community. The letter will be sent to the editor of both the Arizona Republic and the Tribune.

- 3) The commission received the City Manager and Mayor Hallman's commitment to follow-up with the public accusations of the city's Diversity Office in the newspapers. One commissioner added that Mayor and Council assured them that the Diversity Office has full support from Mayor and Council.
- 4) Chair Gail Paredes-Ewen would like the commission to motion acceptance of the memo to Mayor & Council and the letter to the editors of the Tribune and the Arizona Republic.

**MOTION: Commissioner Dr. Louis Olivas made a motion that the HRC move forward with sending the memo to Mayor and Council and the letter to the editor of the Tribune and the Arizona Republic.**

**SECOND: Commissioner Janis Webb.**

**DECISION: Motion passed unanimously.**

#### **Agenda Item 5 – HRC Strategic Plan Update**

**Chair Gail Paredes-Ewen requested updates from the following subcommittees:**

##### **A. Subcommittee for Development of Emerging Issues Report:**

Commissioner and co-Chair of subcommittee, Joel Navarro provided an update:

##### **1. Public Forum Discussion on Day Labor Issue**

- 5) The Regional HRC Subcommittee on Day Labor met Tuesday, June 28, 2005 to review the forum and determine what steps should be taken next.
- 6) The Regional Subcommittee thought that there was a good mix of local and national participation and the panelists were knowledgeable of the topic.
- 7) The Regional Subcommittee, on the other hand, thought that there were not enough panelists in support of anti-immigration and day labor initiatives.
- 8) There was some discussion on a second forum to discuss the legal side of immigration and day labor. The Regional HRC Subcommittee will meet at the end of August 2005 to explore the possibility of hosting another Public Forum.
- 9) The Day Labor Subcommittee asked the HRC to review the summary of the forum for Tempe Mayor and Council and make a motion to forward the summary.

**MOTION: Commissioner Colleen Bryon made a motion to forward the summary of the June 2, 2005 Public Forum on Day Labor to Tempe Mayor and Council after the summary has been reviewed for grammatical errors.**

**SECOND: Commissioner Zach Berning.**

**DECISION: Motion passed unanimously.**

##### **B. Subcommittee on Supplier Diversity Update**

Staff Rosa Inchausti, in the absence of Subcommittee Chair Commissioner Muhammed Zubair, provided an update:

- 1) City staff from Engineering, Procurement, and the Diversity Office are continuing to meet to discuss the logistics of the Race Neutral Supplier Diversity Program. They now have identified a mission statement and program goals. They will present their proposal of the program to the commission as soon as it has been finalized.

---

**Agenda Item 7 –MLK Subcommittee Update**

**Commissioner Janis Webb provided an update from the first MLK Subcommittee Planning meeting:**

- 1) The subcommittee discussed moving the MLK Brunch to the Tempe Mission Palms Hotel. It would not be a significant increase in cost and more community members would be able to attend the Brunch.
- 2) The subcommittee discussed several prospects for a speaker, such as Dr. Patricia Arredondo, Byron Garrett, and Alfonso Alva.
- 3) The subcommittee invited the commission to give additional suggestions on potential speakers. The commission added Mas Inoshita and Neil Lester to the list.
- 4) The subcommittee asked Diversity Specialist Belousek to research these potential speakers for discussion at the next subcommittee meeting.

**Agenda Item 8 –Diversity Office Update**

**Staff Rosa Inchausti provided an update on the following agenda item:**

**A. Council Committee Name Change Update**

- 1) The Diversity, Human Relations and Resources Council Committee recently re-evaluated its goals and objectives. The re-evaluation brought a change to its name and goals.
- 2) The Council Committee changed its name to the Community Relations & Resources Council Committee. The Council Committee's focus will shift from internal personnel issues to strengthening diversity and relations in the community. The specific goals of the Council Committee are pending approval from Mayor and Council of the whole.
- 3) The Human Relations Commission still remains an integral part of the new focus of the Council Committee.
- 4) The HRC will be informed of meeting dates and times of the Council Committee as soon as they are finalized.

**B. Who's Your Neighbor? Brown Bag Topic Mental Health**

- 1) The next Who's Your Neighbor? Brown Bag Lecture Series will be held Tuesday, August 30, 2005 at 12pm in the Tempe Council Chambers.
- 2) Mary Robson, a member of the Phoenix National Alliance for the Mentally ill (NAMI), will describe mental illnesses -- going through the darkness of the illness to sharing success stories.

**Agenda Item 9 –Current Events Announcements**

- The Arizona Rights Foundation will host a Forum on the Protect Marriage Arizona initiative coming on the 2006 Ballot. The Forum will be held Wednesday, August 31, 2005 at 7pm at the Community Church of Hope.

The commission's next meeting will be held September 13, 2005 at Tempe City Hall.

**Meeting adjourned at 7:28 P.M.**

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

---

Rosa Inchausti, Diversity Manager